

## What's Inside...

President's Message.....	2
Treasurer's Report.....	2
SAHRA Board Minutes .....	3
SAHRA Meeting Minutes .....	4
Ebeltoft Sickler Lawyers.....	5
SAHRA Certification Study Group .....	7
Focus on Improving This Vital Management Skill .....	7
SHRM Foundation Fundraiser .....	8
SHRM Annual Conference.....	8
Diversity .....	8
SAHRA Awarded Chapter Champion Designation .....	8
Membership List.....	9

## April

### Meeting Information

**Workplace Wellness**  
Presented by  
Heather Horner,  
Blue Cross Blue Shield

Thursday, April 14, 2016  
Dickinson Elk's Lodge  
11:30 am MT

#### Menu:

Soup & Salad Bar  
Grilled Chicken Salad  
(your choice of dressing)

## SAHRA Receives EXCEL Award

The Southwest Area Human Resource Association earned the Bronze EXCEL Award from the National Society for Human Resource Management for 2015. We recently received a notification letter from Elissa O'Brien, MS, SHRM-SCP, Vice President, Membership. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to members. It also is recognition of continued growth and development as a business leader, capable of developing strategies that lead to business success.

By achieving this award, our chapter distinguishes itself as an outstanding organization dedicated to serving the needs of members and to the advancement of the human resource management profession. Throughout the year, our chapter will continue to be recognized. Congratulations to our SAHRA Chapter Members and our 2015 SAHRA Board! ■



## Workplace Wellness

Your health is important wherever you go. And now that many people are spending most of their day sitting at a desk or inside an office, implementing health programs inside the workplace has become a vital piece of a healthy lifestyle. Workplace Wellness programs can help employees attain and maintain a healthier lifestyle, even if it is something as simple as learning how to reduce stress and/or muscle strain while you are on the job.

Heather Horner has been the Member Education Consultant for the western half of North Dakota since March of 2011. As a Member Education Consultant, Heather meets with employees and provides concise, easy-to-understand information about how insurance works, what drives costs and what they can do to reduce their health care costs. Heather graduated from Concordia College in 2007 with a BS degree in Public Health. ■



Heather Horner  
BCBS Member  
Education Consultant



## **Society for Human Resource Management**

1800 Duke Street  
Alexandria, VA 22314  
Phone: 703.543.3340  
Toll Free: 800.293.SHRM  
Email: [shrm@shrm.org](mailto:shrm@shrm.org)  
Website: [www.shrm.org](http://www.shrm.org)

### **Thank You!**

*Thank you for your contributions  
to this edition of the SAHRA Newsletter.*

## **Southwest Area Human Resource Association**

*This newsletter is a publication of the  
Southwest Area  
Human Resource Association  
Chapter #0571  
PO Box 132 • Dickinson ND 58601  
<http://ndsahra.shrm.org>  
Newsletter Editor: Carrie Zubke*

## **President's Message**

**SHRM**  
**Foundation**  
★ 2015 CHAPTER CHAMPION ★



Happy Spring, SAHRA Members!

Spring is definitely my favorite time of year. I always appreciate those first days when the sun stays out longer, and we can again "play" outside.

I'm happy to announce that SAHRA received 2015 SHRM Foundation Chapter Champion status! Thank you to Marie, and to everyone who donated to our monthly raffles, and other SHRM Foundation opportunities. I'm happy to see our legacy continue, in supporting the HR Profession via the SHRM Foundation.

We have a volunteer opportunity coming up on May 11 to do mock interviews at Trinity High School. The session will run from 10am to 12pm, and will mainly feature juniors and seniors. If you are interested, please email me to sign up!

■

DeAnn Scheeler, SHRM-SCP  
SAHRA Chapter President  
[dscheeler@fisherind.com](mailto:dscheeler@fisherind.com)

## **Treasurer's Report**

Southwest Area  
Human Resource Association  
March, 2016

New Statement Balance				\$13,578.63
Current Checks / Deposits		Interest Earned		\$0.11
	3/4/2016	Deposit	Membership dues	\$145.00
	3/4/2016	Deposit	Membership dues	\$340.00
	3/9/2016	Deposit	SHRM Certification Credits	\$220.00
Compare to ending bank statement balance		\$14,283.74		
Outstanding Checks / Deposits				
TOTAL:				\$14,283.74

# SAHRA Board Meeting Minutes

March 10, 2016

Present: DeAnn Scheeler, Melissa Stoltz, DeEll Jordre, Kathleen Obritsch, Marie Bittner, Chelsea Dicke and Shelly Nameniuk. Absent: Carrie Zubke, Christina Anthony and Amber Mathieson.

President DeAnn Scheeler called the meeting to order.

Secretary's Report: The board minutes were submitted. Upon motion by Shelly Nameniuk, second by Melissa Stoltz, motion carried to approve the February minutes as presented.

Treasurer's Report: The February treasurer's report was submitted. Upon motion by Shelly Nameniuk, second by Chelsea Dicke, motion carried to approve the report as presented.

Newsletter: The March newsletter was posted on the website and an email notification was sent to all registered members.

## COMMITTEE REPORTS:

Program – Shelly Nameniuk: The board discussed upcoming programming for 2016.

March- ND Department of Labor  
April-BCBS Workplace Wellness  
May-contact made  
June- Jobs HQ  
July- contact made  
August-contact made  
September- open  
October- Kari Shea  
November-open  
December-open

Shelly will complete a follow up on the contacts made for the upcoming

months.

Diversity-Chelsea Dicke– No report.

SHRM Certification-Carrie Zubke: Melissa indicated that there is a certification meeting at American Bancor at 4:30 pm today. Marie stated that the ND State Council received a sizable amount from SHRM for recent certifications and the council will be meeting to discuss how to utilize those funds.

Foundation-Marie Bittner: This month's SHRM Foundation raffle basket was donated by Susan Lengowski.

April-Amber Mathieson/Dickinson  
Parks & Recreation  
May- DeEll Jordre  
June-American Bank Center

Government Affairs-Marie Bittner: Marie indicated that there are SHRM scholarships available and award nominations are currently being sought for Advisor of the Year award. She encouraged everyone to check out these opportunities.

Membership-Melissa Stoltz: Melissa stated we currently have 62 members and she is working on making contacts to encourage members to renew.

Publicity –Amber Mathieson: No report.

Technology-Christina Anthony: No report.

Workforce Readiness-Kathleen Obritsch: Kathleen stated that DSU has hired Amanda Benedict as the Career Development Coordinator.

(Continued on page 7)

## Southwest Area Human Resource Association Board of Directors

### President:

DeAnn Scheeler-Fisher Industries  
dscheeler@fisherind.com  
701-456-2179

### Past President / Foundation Director:

Marie Bittner, Blue Cross Blue Shield of ND  
Marie.Bittner@bcbsnd.com  
701-260-5964

### President Elect / Governmental Affairs:

Marie Bittner, Blue Cross Blue Shield of ND  
Marie.Bittner@bcbsnd.com  
701-260-5964

### Secretary-Treasurer:

DeEll Jordre-Dakota Prairie Refining, LLC  
DeEll.Jordre@dprefining.com  
701-456-6912

### Certification Director:

Carrie Zubke-American Bancor, Ltd.  
czubke@weareamerican.com  
701-483-3287

### Diversity Director:

Chelsea Dicke -Theodore Roosevelt Medora Found  
chelsead@medora.com  
701-623- 4444 ext 8802

### Membership Director:

Melissa Stoltz-American Bancor, Ltd.  
mstoltz@weareamerican.com  
701-483-6811

### Program Director:

Shelly Nameniuk-City of Dickinson  
shelly.nameniuk@dickinsongov.com  
701-456-7801

### Public Relations Director:

Amber Mathieson-Dickinson Parks & Recreation  
amathieson@dickinsonparks.org  
701-456-2074

### School to Work Director:

Kathleen Obritsch-Dickinson State University  
Kathleen.obritsch@dickinsonstate.edu  
701-483-2541

### Technology Director:

Christina Anthony, CHI St Joseph's Health  
christinaanthony@catholichealth.net  
701-456-4278



# SAHRA Meeting Minutes

March 10, 2016

Present: Melissa Stoltz, Amanda Willis, Amanda Pearson, Kaela Thornton, Donna Giese, Kari Shea, Sarah Wallace, Jennifer Gooss, Aimee Kovash, Jen Messer, Shelly Nameniuk, Sheena Schwindt, DeEll Jordre, Marie Bittner, DeAnn Scheeler, Kathleen Obritsch, Heidi Stenger, Chelsea Dicke, Donette Peterson, Shelly Hansen, Carrie Zubke, Rebecca Reindel, Andrea Jackson, Lynae Harper, Shirley Meyer, Tammy Haugen, Rosie Jahner, Nancy Lantz, Connie Lindbo, Janel Volesky, Linda Krebs, and Chris Price.

Guests present: Sara Turner-Dickinson Parks and Recreation, Ken Zander-Stark County, Matt Mack- Dickinson Parks and Recreation, Jayme Miller-Command Center, Julie Hellman-American Insurance Center, Amanda Benedict-Dickinson State University, Kim Dressler-Richardton Taylor High School, Dawn Marquardt-City of Killdeer.

President DeAnn Scheeler called the meeting to order.

Guests were introduced.

Upon motion by Kari Shea, second by Heidi Stenger, motion to approve the February membership meeting minutes as presented in the newsletter carried.

The treasurer's report was also in the March newsletter.

## NEW MEMBERS:

Carrie Zubke made a motion to accept Dawn Marquardt with the City of Killdeer as a new member. Marie Bittner seconded, motion carried. Welcome!

## ANNOUNCEMENTS:

ND Job Service is coordinating a job fair at the DSU BAC on March 22<sup>nd</sup>, 2016.

SHRM scholarships are currently available. If you are interested in attending the national conference, please contact DeAnn Scheeler. She has a code that can save you up to \$200 off the registration fees.

Amanda Benedict with DSU indicated that they will be having a Student Career Fair on April 20<sup>th</sup> from 1-4 pm. It will be a great opportunity for summer employment or internships. She also added that if you have an internship coming up, DSU has an

internship page to post job openings.

Marie Bittner indicated that she was doing a personal fundraiser for her boss with BCBS who has a child recently diagnosed with a brain tumor.

## COMMITTEE REPORTS:

Foundation / Past President-Marie Bittner-Susan Lengowski donated this month's basket for the raffle. Tickets are \$1.00 each to benefit the SHRM Foundation.

Membership-Melissa Stoltz: No report.

SHRM Certification-Carrie Zubke: Informed the membership a certification study group will be meeting Tuesdays at American Bancor, Ltd. All are welcome to attend.

Diversity-Chelsea Dicke: No report.

Government Affairs/President Elect-Marie Bittner: No report.

Program-Shelly Nameniuk: No report.

Publicity-Amber Mathieson: No report.

Workforce Readiness-Kathleen Obritsch: On March 16<sup>th</sup>, the DSU Campus Dickinson RESP will be holding their Career Expo.

Technology-Christina Anthony: No report.

Secretary/Treasurer-DeEll Jordre: Copies of the 2016 approved budget can found on the tables today.

## OLD BUSINESS:

No old business was discussed.

## NEW BUSINESS:

No new business was discussed.

## PROGRAM:

Training Supervisors- Not an Option, A Necessity presented by Troy Seibel, North Dakota Labor Commissioner.

Meeting adjourned. ■

Minutes submitted by DeEll Jordre  
SAHRA Secretary and Treasurer

Approved by DeAnn Scheeler  
SAHRA President



## The Importance of Social Media Policies

Social media has become an integral part of the lives of many Americans. One of the most popular platforms is Facebook. In the words of New York Magistrate Judge James P. O'Hara:

"Facebook,' for technophobes or anyone else not among its currently reported 1.1 billion users worldwide, is a free Internet-based social networking website that allows registered users to create profiles, upload photographs and videos, send messages, and keep in touch with friends, family, and colleagues." Facebook is not alone in the world of popular social media sites, and has been joined by other platforms such as Twitter, LinkedIn, MySpace, and Google+.

The rapid advancement of technology and the emergence of new modes of communication has had far-reaching effects in the legal and business sectors, not the least of which is the world of human resource professionals. It is almost a guaranty that your employees are active on at least one social networking site, and are likely connected to an audience of hundreds, if not thousands of people. Companies have recently become more aware of the potential liability that exists if even one employee makes an unfavorable post on social media.

The following examples show why human resources departments must be prepared to confront social media issues in the future by detailing two problems that are becoming more and more common: (1) a company being sued because of statements made on an employee's social media page; and (2) a company being sued by its employees for suppressing their voice on social media.

### **Liability for Employees' Comments: *Howard v. Hertz***

In this case, a Hawaiian federal court was presented with the issue of whether an employer could be held liable for defamatory statements one of its employees made on Facebook about a customer.

The plaintiff here alleged that a Hertz employee made derogatory statements about his "race, sexual orientation, and financial state and condition," and that Hertz should be held responsible

because of its negligence in supervising, retaining and training that employee. In essence, plaintiff argued that Hertz knew or should have known that its employee was prone to making these types of statements, and that Hertz should have done something to prevent it. In support of its position, Plaintiff pointed to two other instances, made a couple years prior, where the employee made offensive comments on social media—one about a customer and one about a Hertz manager. Hertz was aware of the comment about the manager, but not about the other customer.

The court's analysis centered on whether Hertz should have foreseen this conduct from this particular employee. It found that if these negative comments were reasonably foreseeable by the employer, that the employer owed a duty to protect its customers. The court found that it was not reasonably foreseeable that the employee would make such "indisputably despicable" comments about plaintiff. It was important to the court's analysis that the supervisor did not know, and *could not* have known about the previous comment about the customer, because the supervisor was not "friends" with the employee on Facebook. Another important fact was that the employee's supervisor had appropriately reprimanded the employee for the comment about the manager.

This case marks a victory for employers, but not an absolute victory. The verdict was very fact sensitive, and Hertz had rather favorable facts because it handled the case very well. This case does not mean that an employer cannot be held liable for its employees' offensive comments on social media. Another employer presented with a similar lawsuit may not be so fortunate.

### **Penalizing Employees for Negative Publicity: NLRB Decisions**

The National Labor Relations Board (NLRB) has taken a specific interest in employer policing of its employees' media activities in order to ensure that employers are not suppressing concerted employee activity.

One example comes out of the Eighth Circuit, originally arising in Minnesota. Jimmy John's employees had been attempting unionization, which failed in 2010. One of the rallying issues in that attempt was lack of paid sick leave. Employees continued to pursue paid sick leave after unionization failed. Several Jimmy John's employees began a marketing campaign insinuating that eating at Jimmy John's was unsanitary because its employees are forced to work while they are sick. Employees posted posters around the stores and published press releases in many different media outlets.

*(Continued on page 6)*

## EBELTOFT SICKLER LAWYERS

(Continued from page 5)

In response, one of the Jimmy John's owners made a Facebook post discouraging the campaign and calling the statements defamatory. Also, several Jimmy John's supervisors posted anti-union comments to Facebook. The employees posting the signs were eventually fired for disparaging the company.

That's where the NLRB came in. It found that Jimmy John's actions discouraging the signs violated employee rights to engage in concerted activity, and the Eighth Circuit agreed. Any action by an employer that reasonably tends to interfere with an employee's exercise of an employee's right to concerted activity is a violation of the NLRA. However, the Eighth Circuit decision was not unanimous. The dissent would have protected Jimmy John's right to defend itself from defamation.

In a similar case, the NLRB found a violation of the NLRA where an employer requested that an employee delete comments disparaging the employer for its low wages and lack of personal leave the employee posted on Twitter. The employee's comments were not directed at other employees of the company or a part of any unionization attempt—the employee was merely blowing off steam. However, the NLRB still classified it as “concerted activity” under the NLRA and faulted the company for its request.

### The Takeaway: Be Prepared

These are just two examples of why addressing social media is important to modern business. It is not something that an HR professional can afford to ignore. Those examples also show that an employer must tread a very fine line between protecting itself, its customers and its employees when crafting a social media policy.

The following are some considerations HR professionals should take into account; companies should consider implementing a multi-faceted social media policy:

- Publish a written policy for employees detailing what type of information is and is not appropriate to post on social media. However, the policy should be tolerant of potential negative employee views.
- Enact a comprehensive plan for how you and other HR professionals at the company will address social media

issues when they arise. Include complaint and investigation procedures along with proposed penalties for violation of the policy.

- Address social media policies in employee and manager training. Make sure to tell employees why this policy is important, and make sure managers know how to address issues when they arise.

As the above cases illustrate, social media issues are complicated and can be very fact sensitive. Employers are well advised to seek legal counsel to assist in creating a comprehensive social media plan, and when confronted with specific issues that may arise.

### Our interest in serving you

My law firm's goal is to give understandable information and to foster discussion about real-life issues facing human resource professionals. If we are not achieving that goal or if you would like us to address other employment law issues, please email me at [amann@ndlaw.com](mailto:amann@ndlaw.com). We promise to take your comments and ideas to heart.

### Disclaimers

#### (Otherwise known as “the fine print”)

I make a serious effort to be accurate in my writings. These articles are not exhaustive treatises, though, so do not consider them complete or authoritative. Providing this information to you does not create an attorney-client relationship with my firm or me. Do not act upon the contents of this or of any article on our homepage or consider it a replacement for professional advice.

Allison Mann | Lawyer  
2272 Eighth Street West | Dickinson, ND 58602-1598  
701.225.LAWS (5297) tel  
701.225.9650 fax ■

**People who wonder  
whether the glass is  
half empty or  
half full are  
missing  
the point.....**

**the glass is refillable!**



## SAHRA Certification Study Group

Several members of our SAHRA Chapter have committed to testing for the SHRM certification test this summer. Congratulations to everyone who has made the commitment. If you would like more information about certification or would like to join the study group, please contact Carrie Zubke, SAHRA Certification Director at [czubke@weareamerican.com](mailto:czubke@weareamerican.com) or 701.483.3287. ■

## SHRM® CERTIFICATION SHRM-CP™ AND SHRM-SCP™

### SAHRA Board Meeting Minutes

(Continued from page 3)

Amanda will be at the meeting today and will introduce herself and speak about the upcoming DSU career fair. Job Service is holding their career fair on March 22<sup>nd</sup> at DSU's BAC. Kathleen has also been in contact with Brittany Ludwig with RESP offering our support of the Career Expo, however, she has not heard back.

Secretary / Treasurer-DeEll Jordre: No report.

#### OLD BUSINESS:

DeAnn reminded the board that the State Council will be in Dickinson for their board meeting in May.

Marie stated that March 8<sup>th</sup> was Advocacy Day on Capitol Hill in Bismarck. To our understanding, Uma Hoffmann attended and we will look for an update from her.

#### NEW BUSINESS:

No new business discussed.

Meeting adjourned. ■

Submitted by:  
DeEll Jordre, Secretary/Treasurer

Approved by:  
DeAnn Scheeler, President

## Focus on Improving This Vital Management Skill

*From time to time, re-evaluate your performance in these fundamental areas.*

The most basic yet crucial leadership skill is **COMMUNICATION**. From time to time, re-evaluate your performance in these fundamental areas:

- **Speaking.** Good verbal skills are essential. You have to be able to explain your requests and instructions, your ideas, and your strategies to people inside and outside your organization. Look for opportunities to hone your speaking skills at conferences, in meetings, and among friends.
- **Listening.** Pay attention to the people around you. Repeat and paraphrase what they say to make sure you understand—and to show that you take their opinions seriously.
- **Writing.** The paper trail you leave tells people a lot about how clearly you think and express yourself. Don't send even the simplest email without rereading it critically to be sure it says just what you want.
- **Leading meetings.** You should encourage other people to share their ideas without letting discussions meander aimlessly. Sharpen your ability to keep meetings on track and elicit productive comments. Remember that every meeting should begin with a solid agenda and conclude with a commitment for action.
- **Resolving conflict.** Conflict can be subtle, but you still must defuse it if you want things to get done. You'll use a lot of the skills already discussed to encourage people to open up and clear the air about their disagreements. ■

First Draft  
March 2016

### Like us on Facebook!



SAHRA is on Facebook! For updates and reminders on SAHRA events and activities, LIKE us on Facebook. ■



## SHRM Foundation Fundraiser Wellness Basket



For each \$1 donation to the SHRM Foundation, your name will be entered into the raffle drawing for this prize. Drawing to be held April 14, 2016 at the SAHRA meeting. Thank you for your support of the SHRM Foundation!

Permit #15-25

*If you or your business are interested in donating an item for the SHRM Foundation Fundraiser, please contact: Marie Bittner, Past President / SHRM Foundation Chair.*

## Diversity

We grow nearer to the Presidential election every day. The workplace is full of diverse political views. In April's edition of SHRM's HR Magazine, Susan Milligan wrote about keeping the peace in the workplace regarding politics. "Keeping the Political Peace" outlines three things HR managers can do in order to ensure tolerance.

1. "Set the tone from the top." Managers need to respect the views of others and should avoid sharing their personal political beliefs.
2. "Encourage in person interaction" - face-to-face communication encourages more tolerance.
3. "Establish a culture of civility" - remind employees of the anti-harassment policy your company has in place. ■

Chelsea Dicke  
SAHRA Diversity Director

## SHRM Annual Conference & Expo Scheduled for Washington, DC

If you are interested in attending SHRM's Annual Conference & Expo in Washington, DC on June 19–22, 2016, contact DeAnn Scheeler. You may be eligible for a \$200 discount for being a SHRM member and a SAHRA member. Deadline is April 8th. ■



## SAHRA Awarded Chapter Champion Designation

Dear Southwest Area Human Resource Association,

Congratulations! You are a SHRM Foundation Chapter Champion. Thank you for all that you do to support the SHRM Foundation. We couldn't do it without you! As a Champion, your chapter name will be listed in our Annual Impact Report as well as featured on the SHRM Foundation recognition website.

Allison Samis  
Associate Development Specialist  
SHRM Foundation ■





1. Beerbower, Mandy-Herberger's, Dickinson
2. Benner, Tiffany-Dickinson State University (student member)
3. Bittner, Marie\*- Blue Cross Blue Shield, Dickinson
4. Bren, Erv\*- Community Action Partnership, Dickinson
5. Burwick, Sandra - Southwest Water Authority, Dickinson
6. Cook, Lindsey, SHRM-CP\*- Steffes Corporation, Dickinson
7. Cordova, Rosemary-Baker Boy, Dickinson
8. Dicke, Chelsea -Theodore Roosevelt Medora Foundation, Medora
9. Fetch, Cindy – Southwest Water Authority, Dickinson
10. Gomillion-Giese, Donna\*-Continental Resources, Dickinson
11. Gonzalez, Amy\*-McKenzie County Healthcare System, Watford City
12. Hanson, Shelly\* - Fisher Industries, Dickinson
13. Harper, Lynae\*-Whiting Oil & Gas, Dickinson
14. Haugen, Tammy-Dakota Prairie Refining, LLC, Dickinson
15. Hendricks, Brittney\*- Western Cooperative Credit Union, Dickinson
16. Hintz, Kristy -The Medora Corporation, Dickinson
17. Hixson, Carla - Bismarck State College, Bismarck
18. Hoffmann, Uma, SHRM-SCP\*, SPHR- Steffes Corporation, Dickinson
19. Huizenga, David-Bismarck State College/Train ND, Bismarck
20. Hutzenbiler, Rebecca, SPHR, SHRM-SCP\*- Baker Hughes, Dickinson
21. Jackson, Andrea\*-Whiting Oil & Gas, Dickinson
22. Jahner, Rosie - Able, Inc., Dickinson
23. Jahner, Zach - Baker Boy, Dickinson
24. Jordre, DeEll\* - Dakota Prairie Refining, LLC, Dickinson
25. Kilwein, Krissy-Dickinson State University, Dickinson (student member)
26. Kolling, Cal, SPHR, SHRM-SCP \*- Kolling HR Associates, Dickinson
27. Kovash, Aimee - Job Service North Dakota, Dickinson
28. Krebs, Linda-Stark County, Dickinson
29. Lantz, Nancy - Southwestern District Health Unit, Dickinson
30. Lengowski, Susan\*- St. Benedict's Health Center, Dickinson
31. Lindbo, Connie - Community Action, Dickinson
32. Massad, Mary\*- SW Water Authority, Dickinson
33. Mathieson, Amber-Dickinson Parks & Recreation, Dickinson
34. Marquardt, Dawn– City of Killdeer, Killdeer
35. Messer, Jennefer, SHRM-SCP\*- Fisher Industries, Dickinson
36. Morris, Shauna\*-Theodore Roosevelt Medora Foundation, Medora
37. Mural, Olyana-Dickinson State University, Dickinson (student member)
38. Nameniuk, Shelly\*- City of Dickinson, Dickinson
39. Nash, Tracy\*-Tooz Construction, Dickinson
40. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
41. Pavlicek, Pam, PHR SHRM-CP\* - Southwest Grain, Dickinson
42. Pearson, Amanda\*-Continental Resources, Dickinson
43. Perry, Laura-Sax Motors, Dickinson
44. Peterson, Donette, SPHR, SHRM-SCP\* - Missouri Valley Petroleum, Mandan / Belfield
45. Praus, Carey\*-Benz Oil Co, Killdeer
46. Price, Christopher-Southwest Water Authority, Dickinson
47. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
48. Reindel, Rebecca-USC Staffing, Inc., Dickinson
49. Roller, Sue, SPHR, SHRM-SCP\*- Baker Boy, Dickinson
50. Scheeler, DeAnn, SHRM-SCP\*- Fisher Industries, Dickinson
51. Schwindt, Scott - Western Cooperative Credit Union, Dickinson
52. Schwindt, Sheena-Steffes Corporation, Dickinson
53. Shea, Kari - North Dakota Vocational Rehabilitation, Dickinson
54. Spangler, Amy - City of Dickinson
55. Stenger, Heidi-Theodore Roosevelt Regional Airport, Dickinson
56. Stoltz, Melissa\*- American Bancor, Ltd., Dickinson
57. Thornton, Kaela\*-Continental Resources, Dickinson
58. Heidt, Amanda-St. Benedict's Health Center, Dickinson
59. Tuhy, Shar - American Bank Center, Dickinson
60. Tysver, Danita - Stark County Development, Dickinson
61. Volesky, Janel\*-St Luke's Home, Dickinson
62. Wagner, Stacy\*-Red Trail Energy, Richardton
63. Wald, Irene\*- Consolidated Telcom, Dickinson
64. Wallace, Sarah\*- Able, Inc., Dickinson
65. Zubke, Carrie, SPHR, SHRM-SCP\*- American Bancor, Ltd., Dickinson

\* - indicates SHRM Membership

**PHR** indicates HRCI's Professional in Human Resources certification

**SPHR** indicates HRCI's Senior Professional in Human Resources certification

**SHRM-CP** indicates SHRM's Certified Professional certification

**SHRM-SCP** indicates SHRM's Senior Certified Professional certification